



Alberta Apprenticeship and Industry Training Board

2011-2012 Annual Report

**Government
of Alberta** ■



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Message from the Chair

On behalf of the Alberta Apprenticeship and Industry Training Board (board), I am pleased to present the board's 2011-2012 annual report.

As Alberta's economy gains strength, it becomes increasingly important to have a highly-skilled, well-educated workforce in place to meet industry and society's needs, now and into the future.

This past year, the board continued to focus on activities that may have a positive impact on the supply of skilled trades professionals. The board believes that it is essential for Alberta's prosperity that Alberta industry attract and train its own apprentices. To that end, we continued to encourage employers to hire, train and retain apprentices. Through our partners, we also continued to promote the trades to young Albertans as a 'career of choice' as they decide on their future career path.

Alberta is widely known and respected for its high quality training and certification standards. Through regular reviews, the board continued to ensure that technical training course outlines and training and certification standards kept pace with changes in technology and the workplace.

Alberta's apprenticeship system continues to rely on the dedication and expertise of the industry committee network. This network, comprised of approximately 165 committees made up of more than 800 individual industry representatives, is the foundation of the apprenticeship and industry training system. The members of the local, provincial, occupational, provisional, and ad hoc committees, are the eyes and ears of industry at large. The board relies on the information brought forward from these industry committees to make appropriate decisions and recommendations about training and certification that meets industry's needs. The board continues to ensure that the industry committee network is strong and vibrant through regularly reviewing the health of the committees, reviewing and refining policies, as well as training new members so that they can contribute fully to the apprenticeship and industry training system. I would like to take this opportunity to thank these individuals for their commitment and valuable contributions.

In the coming year, the board will continue to collaborate with industry, government, junior and senior high schools, technical training providers, and others to address skilled worker shortages, maintain high apprenticeship training and certification standards, and enhance our communications with our clients and stakeholders.

I am proud of the work we accomplished in 2011-2012, and look forward to continued success in building Alberta's reputation as a great place to live and work.

Sincerely,

A handwritten signature in dark ink, appearing to read "R. Massey".

Raymond (Ray) Massey
Chair

Introduction

Alberta's apprenticeship and industry training system is an industry driven system that ensures a highly skilled, professional, and internationally competitive workforce in more than 50 designated trades and occupations. Industry (employer and employee representatives) sets training and certification standards and provides direction to the system through an industry committee network and the Alberta Apprenticeship and Industry Training Board. The Government of Alberta provides the legislative framework and administrative support for the system. Employers provide the on-the-job training component of apprenticeship and occupational training programs. The technical institutes and colleges deliver the technical training component of apprenticeship programs and offer formal training in some designated occupations.

The Alberta Apprenticeship and Industry Training Board was established by the Government of Alberta to work with industry to set the standards and requirements for training and certification in programs under the *Apprenticeship and Industry Training Act*. It makes recommendations to the Minister of Enterprise and Advanced Education about the needs of Alberta's labour market for skilled and trained workers and the designation of trades and occupations. It is accountable to report on its performance and to operate within the bounds of its legislation.

The board consists of 13 people, appointed by the Lieutenant Governor in Council, who are knowledgeable about training in the designated trades and occupations and the needs of the Alberta labour market for skilled and trained people. In addition to the board chair, eight of the board members represent employers and employees in designated trades and four board members represent employers and employees in other industries. To ensure a balanced approach, employers and employees are represented in equal numbers.

The members of the board connect with industry in many ways. They take a leadership role with industry in the discussion of major issues that affect the apprenticeship and industry training system. Members of the board represent Alberta's apprenticeship and industry training system on organizations such as Skills Canada Alberta and as advisors to trades-related programs such as the Career and Technology Studies (CTS) program in the K-12 education system. Board members attend meetings of provincial apprenticeship committees and occupational committees to act as liaison between the board and these industry committees, participate in high school career days, and speak at conferences and workshops.

The board chair represents Alberta's apprenticeship and industry training system as a member of the Interprovincial Alliance of Board Chairs (IPA). The IPA is a member of the Canadian Apprenticeship Forum – Forum canadien sur l'apprentissage (CAF-FCA) an organization of stakeholders working to influence pan-Canadian apprenticeship strategies through research, discussion and collaboration with the apprenticeship community across the country. The board works with CAF-FCA to promote apprenticeship as an effective model for training and education, contributing to the development of a skilled, professional, productive, inclusive and mobile designated trades and occupations workforce.

As a public agency, the board's work is aligned with government direction. The focus of the Government of Alberta's Strategic Business Plan in 2012-2015 is to reach our potential as Albertans. Of particular relevance to the board is the government's goal to secure Alberta's economic future by investing in learning and building a knowledge-inspired economy that meets the needs of our province, and Albertans, throughout their lives.

Results Reporting

Core Business 1 Establish and maintain high quality training and certification standards in the apprenticeship and industry training system

Goal 1 Alberta has a highly skilled workforce in the designated trades and occupations

The Alberta Apprenticeship and Industry Training Board focused on the following priority initiatives in 2011-12 in support of goal 1:

- 1.1 Encourage employers to hire, train and retain apprentices.
- 1.2 Encourage the accessibility of technical training through the delivery of innovative, alternate forms of technical training.
- 1.3 Monitor and review the Canadian Council of Directors of Apprenticeship (CCDA) initiatives respecting recognition of programs and alternate assessment processes under the Interprovincial Standards Red Seal program.

Performance Measures	Previous Years' Results			Current Results	Target
1.a Number of employer sites hiring and training apprentices	14,609 (2008)	14,977 (2009)	14,581 (2010)	13,871 (2011)	14,610 (2011)
1.b Satisfaction of recent apprenticeship graduates with on-the-job training	91% (2005)	93% (2007)	92% (2009)	91% (2011)	90+% (2011)
1.c Satisfaction of recent apprenticeship graduates with technical training	93% (2005)	94% (2007)	94% (2009)	93% (2011)	90+% (2011)
1.d Percentage of apprenticeship graduates employed*	n/a (2004)	n/a (2006)	n/a (2008)	93%* (2011)	90+% (2011)

* Employment results for 2011 are not comparable to earlier survey years because of differences in the data collection period of this survey.

Results Achieved

- Work continued to engage senior influential industry individuals or 'industry champions' to promote the hiring and training of apprentices.
- Apprenticeship and Industry Training Client Services continued to promote programs and services to industry and engage employers and employees, including apprentices, to participate and support the apprenticeship and industry training system. Approximately 14,000 employer sites were contacted by client services staff in 2011.
- The blended learning pilot, a combination of on-line theory and practical work in shop, continued to make progress in the carpenter, electrician and welder trades. Apprenticeship and industry staff continue to engage in promotional activities to increase participation in this pilot.
- Support for the work of the Canadian Council of Directors of Apprenticeship (CCDA) continued including completing a pilot for the national occupational performance standard for the cook and heavy equipment trades, contributing to many CCDA research projects, and continued participation in the red seal program.
- Satisfaction of recent apprenticeship graduates with technical and on-the-job training remains very high.

Goal 2 Alberta's apprenticeship and industry training system is aligned with labour market demand

The Alberta Apprenticeship and Industry Training Board focused on the following priority initiatives in 2011-12 in support of goal 2:

- 2.1 Develop ways to positively affect changes in the supply of skilled tradespeople.
- 2.2 Work to ensure a strong and vibrant industry network that contributes to the success of the apprenticeship and industry training system.

Performance Indicators		Previous Years' Results			Current Results
2.a	Number of new apprentices registered (five-year average)	19,986 (2008)	20,755 (2009)	20,216 (2010)	18,899 (2011)
2.b	Number of apprentices completing their program	6,827 (2008)	7,685 (2009)	9,335 (2010)	9,060 (2011)
2.c	Number of individuals issued Occupation Certificates	114 (2008)	177 (2009)	153 (2010)	146 (2011)
2.d	Number of individuals issued Qualification Certificates	2,145 (2008)	1,055 (2009)	919 (2010)	698 (2011)

Results Achieved

- Research continued in comparing United States of America certification and training standards in three trades (electrician, steamfitter-pipefitter and welder) with those in Alberta. As a result of the findings, the board approved the process model used to compare the standards. It also approved forwarding the data collected on the three trades to the respective Provincial Apprenticeship Committees for consideration.
- A benchmarking framework was established as a result of credential benchmarking research conducted on United Kingdom electricians and plumbers. Eleven Republic of Ireland and eight United Kingdom trade certificates were reviewed based on the framework, which resulted in an expedited assessment process for these certifications.
- Apprenticeship and industry training continues to support the creation of more dual credit pathways in Career and Technology Studies through collaboration with Alberta Education.
- New member orientation sessions for members of provincial apprenticeship committees and local apprenticeship committees continued in 2011.
- Industry committee member nomination criteria was reviewed, updated and communicated.
- Policies, guidelines, and criteria relative to industry committees continued to be reviewed for relevancy and currency. Two new policies were developed and approved by the board: Self-Employed Individual Policy and the Committee Member Participation on Exams Policy.

Core Business 2 Promote training in designated trades and occupations

Goal 3 Albertans are aware of and knowledgeable about the apprenticeship and industry training system.

The Alberta Apprenticeship and Industry Training Board focused on the following priority initiatives in 2011-12 in support of goal 3:

- 3.1 Continue to promote to Albertans the career options in designated trades and occupations.
- 3.2 Develop and implement a comprehensive communications plan.
- 3.3 Support skills competitions to promote the skilled trades and occupations as a first-choice career option for young Albertans.
- 3.4 Research and develop an approach to increase the participation and progress of under-represented groups in apprenticeship and industry training programs.
- 3.5 Promote the red seal as a recognized standard of excellence.
- 3.6 Promote the Business Competencies Program (Blue Seal).
- 3.7 Promote and support safe workplaces.

Performance Measures	Previous Years' Results			Current Results	Target
3.a Number of scholarships available	791 (2008)	845 (2009)	870 (2010)	871 (2011)	876 (2011)
3.b Percentage of completing apprentices in red seal trades writing red seal exams in the same year	92% (2008)	96% (2009)	96% (2010)	97% (2011)	90+ % (2011)
3.c Percentage of completing apprentices in red seal trades passing red seal exams in the same year	80% (2008)	81% (2009)	81% (2010)	80% (2011)	80+ % (2011)

Results Achieved

- Board members continued to promote the apprenticeship and industry training system at various local and regional events.
- The board continued to recognize excellence in the designated trades and occupations by awarding scholarships and awards to exceptional individuals and companies participating in the apprenticeship and industry training system.
- The board supported and, where possible, participated in regional, provincial and national skills competitions. A board member sits on the Skills Canada Alberta Board. Also, 57 people were eligible to receive a WorldSkills Legacy Scholarship.
- The board continued to support work with Aboriginal organizations, industry, the federal government and other groups to encourage participation of Aboriginal apprentices through initiatives like the Aboriginal Apprenticeship Initiative.
- The board continued to support the delivery of positive apprenticeship messages and presentations to young Albertans through its partnership with CAREERS: the Next Generation. A CAREERS on-line project was launched in January 2012. CAREERS ambassadors will use the website to work with students in schools to explore careers in the trades.
- A redesigned *Trade Up* website was launched in February 2012 to promote trades careers in the construction and maintenance industry in Alberta.
- The board continues to promote the red seal endorsement in industry as a standard of excellence.
- An updated safety policy was approved by the board and will be incorporated as common curriculum in all course outlines. The safety policy will also be incorporated into communications, speeches, and other industry contact where relevant.

Members of the Board

Chair



Raymond (Ray) E. Massey,

Term: April 1, 2010 to March 31, 2013

Ray Massey holds a trade certificate with an Interprovincial Standards Red Seal endorsement in the painter and decorator trade and is the President and General Manager of Ray-nor Painting and Decorating Ltd. He was a member of the board previously (2002-2007) and has participated in Alberta apprenticeship committees, both local and provincial, for 11 years, serving as presiding officer on each for six years.

Representing employers in designated trades



Herman Bruin

Term: March 10, 2011 to March 9, 2014

Herman Bruin holds trades certificates with an Interprovincial Standards Red Seal endorsement in the steamfitter-pipefitter and plumber trades, and a gasfitter trade certificate. Mr. Bruin is the Owner and President of Bruin's Plumbing and Heating Ltd. He has served as a member of the Plumber Provincial Apprenticeship Committee.



Paul Heyens

Term: March 10, 2011 to March 9, 2014

Paul Heyens holds a trade certificate with an Interprovincial Standards Red Seal endorsement in the glazier trade. Mr. Heyens is the Owner and Chief Executive Officer of Alberta Glass Company Inc. He has served as both presiding officer and member of the Glazier Provincial Apprenticeship Committee.



Frank Light

Term: April 1, 2010 to March 31, 2015

Frank Light holds trades certificates with an Interprovincial Standards Red Seal endorsement in the millwright and machinist trades. Mr. Light is the President and Co-Owner of Channico Machine and Millwright Services. Mr. Light served as a member of the Millwright Provincial Apprenticeship Committee.



Allen (Al) Petersen

Term: June 13, 2010 to June 12, 2013

Al Petersen is the President and Owner of Petersen Buick GMC in Sherwood Park where 35 of the approximately 95 employees are certified tradespeople and apprentices. Mr. Petersen is a past President for the Edmonton Motor Dealers Association and has held many positions on General Motors boards.

Representing employees in designated trades



T.R. (Terry) Burton

Term: April 22, 2009 to April 21, 2015

Terry Burton holds a Bachelor of Commerce degree in Personnel and Industrial Relations from Memorial University in Newfoundland. Mr. Burton is a strong proponent of apprenticeship training, participating on various industry bodies and being involved with many trades-related organizations to foster apprenticeship advancement and employment.



Roger Geisinger

Term: March 10, 2011 to March 9, 2014

Roger Geisinger holds a trade certificate in the ironworker – metal building systems erector trade and a Bachelor of Education degree. Mr. Geisinger is the Manager, Metals Division at Clark Builders. Mr. Geisinger participated for two three-year terms on the Ironworker Provincial Apprenticeship Committee.



John (Jack) Lane

Term: April 1, 2011 to March 31, 2014

Jack Lane holds a trade certificate with an Interprovincial Standards Red Seal endorsement in the crane and hoisting equipment operator trade. Mr. Lane holds the position of Apprenticeship Coordinator with Syncrude Canada Ltd. Mr. Lane has served as presiding officer of both the Provincial Apprenticeship Committee and the Fort McMurray local apprenticeship committee for the crane and hoisting equipment operator trade.



J. Peter Wyatt

Term: April 1, 2010 to March 31, 2013

J. Peter Wyatt holds a trade certificate with an Interprovincial Standards Red Seal endorsement in the welder trade and a journeyman certificate in the sheet metal trade. Mr. Wyatt served for 16 years on both the local and provincial apprenticeship committees for the sheet metal trade, most recently as Presiding Officer for the Sheet Metal Provincial Apprenticeship Committee.

Members of the Board (continued)

Representing employers in industry other than designated trades



Brian Hinton

Term: March 10, 2011 to March 9, 2014

Brian Hinton holds a London City and Guilds Full Technology Certificate in Baking and National Diploma in Baking from the School of Baking at the Cambridge Institute of Technology and School of Arts, England. Mr. Hinton is the Research and Development Director of Sweet Results Bakery and founder of Lakeview Bakery in Calgary. Mr. Hinton participates on both local and provincial apprenticeship committees for the baker trade spanning 15 years.



Duane Mather

Term: April 1, 2010 to March 31, 2013

Duane Mather holds a trade certificate with an Interprovincial Standards Red Seal endorsement in the heavy equipment technician trade. Mr. Mather is recently retired as the President and Chief Executive Officer of Nabors Canada. He is the Chairman of the Board of Directors of Enform. Mr. Mather was a member of both the Rig Technician Provisional Committee and subsequently the Rig Technician Provincial Apprenticeship Committee.

Representing employees in industry other than designated trades



Kenneth R. Bird

Term: June 15, 2011 to June 14, 2014

Ken Bird holds a trade certificate with an Interprovincial Standards Red Seal endorsement in the welder trade and a Bachelor of Engineering degree from Ryerson University. Mr. Bird is Vice President Innovation & Technology as well as Advisor to the President for Weldco Companies.



Christopher Race

Term: March 10, 2011 to March 9, 2014

Christopher Race holds trade certificates with an Interprovincial Standards Red Seal endorsement in the heavy equipment technician and electrician trades. Mr. Race is employed at Teck Coal Cardinal River Operation and is an executive member of the United Mine Workers of America local 1656.